

Note that multiple functional groups may comprise this employment unit. The individual reports for each group in combination comprise the complete public file report for this employment unit.

2016 FCC EEO Public File Report for Charter Communications 12624 - OPS Lincoln Cnty OR

This Report Covers September 1, 2015 through August 31, 2016

Total Number of Full-Time Vacancies Filled During This Period: 21
Total Number of Candidates Interviewed For Full-Time Vacancies During This Period: 48

Please see attached the Recruitment Source List that includes recruitment source contact information.

FULL-TIME VACANCIES FILLED

State OR
FCC Unit 12624 - OPS Lincoln Cnty OR

Req #	Job Title	Source	Interviewees Referred	Number Hired
1505658	Broadband Installer	Direct Employers	0	0
		Employee referral	1	1
1505658 Total			1	1
1506304	Broadband Installer	Charter.com	1	0
		Direct Employers	0	0
		Employee referral	2	1
1506304 Total			3	1
1506568	Broadband Installer	Internal	1	0
		Charter.com	1	0
		Direct Employers	0	0
		Referral*	1	0
		Craigslist	1	0
		Employee referral	3	2
		Newport News Times	0	0
		Oregon Coast Community College	0	0
1506568 Total			7	2
1602795	Broadband Installer	Internal	1	1
		Direct Employers	0	0
		Craigslist	0	0
		Oregon Coast Community College	0	0
1602795 Total			1	1

1506778	Broadband Technician Sr	Internal	1	1
		Direct Employers	0	0
		Craigslist	0	0
		Oregon Coast Community College	0	0
1506778 Total			1	1
1603158	Broadband Technician Sr	Internal	1	1
		Direct Employers	0	0
		Craigslist	0	0
		Oregon Coast Community College	0	0
1603158 Total			1	1
1504839	Field Auditor	Charter.com	1	1
		Direct Employers	0	0
		Craigslist	0	0
		Employee referral	1	0
		Oregon Coast Community College	0	0
1504839 Total			2	1
1506714	Field Auditor	Charter.com	1	0
		Direct Employers	0	0
		Craigslist	0	0
		Employee referral	1	1
		Newport News Times	0	0
		Oregon Coast Community College	0	0
1506714 Total			2	1
1504077	Network Technician	Indeed	1	1
		Direct Employers	0	0
		Craigslist	0	0
		Oregon Coast Community College	0	0
1504077 Total			1	1
1602760	Sup, Construction	Indeed	1	1
		Internal	5	0
		Direct Employers	0	0
		Craigslist	0	0
		Oregon Coast Community College	0	0
1602760 Total			6	1
1604220	Sup, System Maintenance	Internal	4	1
		Direct Employers	0	0
1604220 Total			4	1
1507191	System Technician I	Internal	1	1
		Direct Employers	0	0
1507191 Total			1	1
1504989	Broadband Installer	Charter.com	1	0
		Direct Employers	0	0
		Charter office	1	1
		Craigslist	0	0
		Oregon Coast Community College	0	0
1504989 Total			2	1

1504017	Broadband Technician Sr	Internal	1	1
		Direct Employers	0	0
1504017 Total			1	1
1506981	Broadband Technician Sr	Internal	1	1
		Direct Employers	0	0
1506981 Total			1	1
1603157	Broadband Technician Sr	Internal	1	1
		Direct Employers	0	0
1603157 Total			1	1
1603587	Maintenance Technician	Indeed	1	0
		Internal	3	1
		Direct Employers	0	0
1603587 Total			4	1
1506401	Sup, Technical Service	Internal	1	1
		Direct Employers	0	0
1506401 Total			1	1
1505979	System Technician I	Internal	4	1
		Charter.com	1	0
		Direct Employers	0	0
1505979 Total			5	1
1601267	System Technician I	Internal	3	1
		Direct Employers	0	0
1601267 Total			3	1
Grand Total			48	21

RECRUITMENT SOURCE LIST

Name of Recruitment Source	Street Address	City, State, Zip	Contact Person	Telephone Number	Entitled to Notification?	Total Number of Referrals
Charter.com	12405 Powerscourt Dr.	St. Louis, MO 63131	charter.com/careers	314-965-0555	No	6
Indeed, Inc.	7501 North Capital of Texas Highway, Bldg. B	Austin, TX 78731	indeed.com	800-462-5842	No	3
Craigslist	222 Sutter St, 9th Flo	San Francisco, CA 941	craigslist.org	800-664-0633	No	1
Charter office	355 NE 1st St.	Newport, OR 97365	charter.com/careers		No	1
Direct Employers	9002 N. Purdue Rd., Ste. 100	Indianapolis, IN 42628	directemployers.org	317-874-9000	No	0
RecruitMilitary	422 West Loveland Ave.	Loveland, OH 45140	recruitmilitary.com	513-683-5020	No	0
LinkedIn	2029 Stierlin Court	Mountain View, CA 94043	linkedin.com	312-650-7593	No	0
GlassDoor.com	100 Shoreline Highway, Building A	Mill Valley, CA 94941	glassdoor.com	415-275-7645	No	0
Oregon Coast Community College	400 SE College Way	Newport, OR 97366	oregoncoastcc.org	541-265-2283	No	0
Newport News-Times	831 NE Avery St.	Newport, OR 97365	newportnewstimes.c	541-265-8571	No	0

* The sources marked with (*) in this report are sources that were identified by interviewees as referral sources, but that: (1) Charter did not use directly as a recruitment source; and/or (2) Interviewees were unable to identify more precisely. Many job boards and job banks pull Charter's job vacancies from its website and repost them independently via their own systems. Applicants, therefore, often learn about Charter's job vacancies from sources that Charter does not post with directly and cannot track.

Charter is a member of DirectEmployers Association. Through this nonprofit network, job vacancies for this unit are distributed to a wide array of recruitment sources, including, but not limited to, educational institutions, state workforce agencies and job bank(s), and organizations that distribute employment opportunities to women, minorities, the disabled, and veterans.

Supplemental Recruitment Initiatives:

#	Name	Date	Description
1	Tuition Reimbursement	Ongoing	Charter Communications has a tuition reimbursement program where employees can take college courses to enhance their skills to better prepare them for their current jobs and/or advanced positions.
2	Training Programs for All Employees	Ongoing	Charter Communications requires new employees complete training on the following topics: fostering mutual respect in the workplace, Charter's Code of Conduct, information security, privacy, records and information management, timekeeping, and performance management.
3	Training Programs for Management-Level Employees	Ongoing	Employees at the supervisor level and above can participate in a variety of training programs devised to assist with leadership development and policy administration skills. Offerings provided at various times during this plan year included Civil Treatment for Leaders, Communicating for Leadership Success, Coaching for Peak Performance, Interviewing and Selection, Planning and Delegation, and High Performing Teams. Charter also offers a robust training offering on an electronic learning platform. These electronic courses span a variety of topics, including communication, presentation, time management, managing change, project management, treating employees fairly, and software skills.
4			
5			

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2016 FCC EEO Public File Report for Charter Communications 12624 - OPS Lincoln Cnty OR

This Report Covers September 1, 2015 through August 31, 2016

Total Number of Full-Time Vacancies Filled During This Period: 5
Total Number of Candidates Interviewed For Full-Time Vacancies During This Period: 11

Please see attached the Recruitment Source List that includes recruitment source contact information.

FULL-TIME VACANCIES FILLED

State OR
FCC Unit 12624 - OPS Lincoln Cnty OR

Req #	Job Title	Source	Interviewees Referred	Number Hired
1601604	Direct Sales Rep	Craig's List	1	1
		Charter.com	1	1
		Direct Employers	0	0
1601604 Total			2	2
1603387	Direct Sales Rep	Indeed	1	0
		Charter.com	1	0
		Direct Employers	0	0
		Referral*	1	1
1603387 Total			3	1
1603553	Sup, Store	LinkedIn	1	0
		Charter.com	2	1
		Direct Employers	0	0
		OR Employment	1	0
1603553 Total			4	1
1506650	Store Associate	Craig's List	1	1
		Charter.com	1	0
		Direct Employers	0	0
1506650 Total			2	1
Grand Total			11	5

RECRUITMENT SOURCE LIST

Name of Recruitment Source	Street Address	City, State, Zip	Contact Person	Telephone Number	Entitled to Notification?	Total Number of Referrals
Direct Employers	9002 N. Purdue Rd., Ste. 100	Indianapolis, IN 42628	directemployers.org	317-874-9000	No	0
Charter.com	12405 Powerscourt Dr.	St. Louis, MO 63131	charter.com/careers	314-965-0555	No	5
RecruitMilitary	422 West Loveland Ave.	Loveland, OH 45140	recruitmilitary.com	513-683-5020	No	0
LinkedIn	2029 Stierlin Court	Mountain View, CA 94043	linkedin.com	312-650-7593	No	1
GlassDoor.com	100 Shoreline Highway, Building A	Mill Valley, CA 94941	glassdoor.com	415-275-7645	No	0
Craig's List*						2
OR Employment*						1
Indeed*						1
Employee Referral						1

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Supplemental Recruitment Initiatives:

#	Name	Date	Description
1	Tuition Reimbursement	Ongoing	Charter Communications has a tuition reimbursement program where employees can take college courses to enhance their skills to better prepare them for their current jobs and/or advanced positions.
2	Training Programs for All Employees	Ongoing	Charter Communications requires new employees complete training on the following topics: fostering mutual respect in the workplace, Charter's Code of Conduct, information security, privacy, records and information management, timekeeping, and performance management.
3	Training Programs for Management-Level Employees	Ongoing	Employees at the supervisor level and above can participate in a variety of training programs devised to assist with leadership development and policy administration skills. Offerings provided at various times during this plan year included Civil Treatment for Leaders, Communicating for Leadership Success, Coaching for Peak Performance, Interviewing and Selection, Planning and Delegation, and High Performing Teams. Charter also offers a robust training offering on an electronic learning platform. These electronic courses span a variety of topics, including communication, presentation, time management, managing change, project management, treating employees fairly, and software skills.
4	Career Progression for Store Employees	Ongoing	The <i>Charter Store Career Progression Program</i> offers our Store Representatives a well-defined opportunity for job and salary advancement. Representatives will soon have a clear path for advancing to the newly created position of Store Specialist , and that path will be identical for every current Representative. The program outlines a structured career path for Store Representatives and provides an environment in which they are recognized for their contributions to Charter's success. It also provides motivation, recognition and rewards for employees who consistently exceed our expectations. Additionally, the program will improve our ability to attract top sales talent to Charter by providing those individuals with a competitive compensation structure and formal career path.

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Total Number of Candidates Interviewed For Full-Time Vacancies During This Period: 1

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FULL-TIME VACANCIES FILLED

State OR
FCC Unit 12624 - OPS Lincoln Cnty OR

Req #	Job Title	Source	Interviewees Referred	Number Hired
1604936	Assoc ISP Ops Engineer	Internal	1	1
		Multichannel News	0	0
		Direct Employers	0	0
		RecruitMilitary.com	0	0
		Cable Fax	0	0
1604936 Total			1	1
Grand Total			1	1

RECRUITMENT SOURCE LIST

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Direct Employers	9002 N. Purdue Rd., Ste. 100	Indianapolis, IN 42628	directemployers.org	317-874-9000	No	0
Charter.com	12405 Powerscourt Dr.	St. Louis, MO 63131	charter.com/careers	314-965-0555	No	0
RecruitMilitary	422 West Loveland Ave.	Loveland, OH 45140	recruitmilitary.com	513-683-5020	No	0
LinkedIn	2029 Stierlin Court	Mountain View, CA 94043	linkedin.com	312-650-7593	No	0
GlassDoor.com	100 Shoreline Highway, Building A	Mill Valley, CA 94941	glassdoor.com	415-275-7645	No	0
Multichannel news	28 E 28th Street	New York, NY 10016			No	0
Cable Fax	9211 Corporate Blvd	Rockville, MD			No	0

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